

## UNIVERSITY SENATE

### Minutes of the meeting held on 11 December 2015

- PRESENT:** Dr L Amrane-Cooper, Mr J Barclay, Ms G Bartsch, Prof I Cameron , Dr D Chalmers, Dr V Charissis, Mr A Corbert , Dr M Ferguson, Dr H Gallagher, Mr M Gallagher, Prof. P Gillies(Chair), Prof. T Hilton, Ms J Hulme, Prof. L Kilbride, Mr A Killick, Ms J Main, Prof. J Marshall, Mr B McConville, Prof. S McMeekin, Mr Alan Middleton, Dr C Miller, Prof. J Miller, Mr V McKay, Dr A Nimmo, Dr S Ogden, Mr B Pillans, Miss D Rankin, Mr R Ruthven, Mr M Stephenson, Prof. B Steves, Mr I Stewart, Prof. V Webster, Prof. R Whittaker.
- APOLOGIES:** Mrs J Broadhurst, Mr A Craig, Ms L Cuthbertson, Prof. A de-Ruyter, Dr R Emmanuel, Dr A Grant, Dr K Kehoe, Mr T Kilpatrick, Prof. M Mannion.
- OBSERVERS:** Mrs H Brooke (Court), Mr K Fleming (PG), Mrs L Clark (DoG), Dr E Reather (Exec Support), Mr A Lui (PS), Mrs M Wright (SWBE), Ms Jennifer Dunlop (S&P), Mr Riley Power (DoG), Ms Fiona Campbell (PS), Mr John Chapman (Court).
- IN ATTENDANCE:** Mrs Deborah Donnet, Secretary to Senate  
Professor Caroline Parker.

### CHAIR'S OPENING REMARKS

The Chair welcomed everyone to the second meeting of the 2015/16 academic year, including new colleagues Mr Alan Middleton, (Lecturer, SHSL elected representative)) and Mr Jeff Barclay, (student representative).

#### Minutes

- 15.84 Considered: The unconfirmed draft minutes of the meeting of Senate held on 9<sup>th</sup> October 2015. **(Doc S15/32/1)**
- 15.85 Resolved: That the minutes be approved as an accurate record.

#### Matters Arising

- 15.86 Reported: Arising on 15.70 Senate Composition and Membership Session 2015/2015 – That the Depute Vice Chancellor was considering

appropriate representation from GCU London.

### **Principal and Vice Chancellor and Executive Board Report**

15.87 Considered: A report from the Principal and Vice Chancellor and Executive Board to update members on substantive items considered by the Executive Board since the last meeting of Senate. **(Doc S15/33/1)**. In addition to the report Senate, was updated as follows:

15.88 Reported: GCU Glasgow – By the Principal that in addition to the honorary awards detailed in her report, the former Chair of Court, Mr Tony Brian, and Rev Laurence Whitely, Minister at Glasgow Cathedral, received honorary degrees at the recent Glasgow graduations.

UK Government Higher Education Green Paper – Concern was raised about the potential implications of the Higher Education Green Paper and the introduction of a teaching excellence framework (TEF) in particular. This would replace the ELIR (Enhancement Led Institution Review) in Scotland. The Principal advised that the Scottish Government and the Scottish Funding Council were in agreement that there was no desire to move away from the current approach to teaching quality enhancement in Scotland. This view was reinforced in a recent visit to the University by the Cabinet Secretary for Life Long Learning. It was noted however, that as TEF data would be used in league tables, Scottish HE institutions may have to engage with aspects of a TEF to ensure inclusion in league tables.

UK Government Spending Review – A question was asked whether decisions on the portfolio review would be deferred until the implications for the University as a result of cuts following the Spending Review were known. The Principal advised Senate that the portfolio review was an ongoing piece of work and any changes to the portfolio would be made in the context of a package of measures. These would be discussed at Executive Board, Court and Senate.

Universities Scotland was lobbying the government on behalf of the sector and extent of the cuts was not likely known until the new year, and it was hoped that they could be introduced over a 3 year period.

### **Equality and Diversity Annual Report 2014/15**

15.89 Considered: The Equality and Diversity Committee Annual Report for the academic year 2014/15. **(Doc S15/34/1)**

15.90 Reported: By the Vice Principal Learning and Student Experience in response to a question regarding the expansion of the membership of the E&D Committee, that it had been decided to defer the submission of the Athena Swan application from November 2015 to April 2016. This would mean that the submission would be made under new guidelines that

would include GSBS and professional support services in addition to STEM subjects. New appointments to the Committee would therefore be considered in light of this.

15.91 Resolved: To note the Equality and Diversity Committee Annual Report for 2014/15.

### **Living the GCU Values**

15.92 Received: A presentation from Professor Caroline Parker on the GCU Values project. Professor Parker outlined the background to the project and explained that staff and students had been consulted to ensure the identification of values most associated with the University and the common good mission. The project had then focused on how the agreed values of integrity, creativity, responsibility and confidence linked to behaviours. The next stage of the project will involve embedding the values and behaviours into practice. Following staff being given information on values and behaviours throughout December, there will be a number of activities in 2016 starting with the launch in January. **(Doc S15/38/1)**

15.93 Discussed: The presentation outlined that colleagues would be invited to “use, observe, learn, share and adapt” the values and behaviours. It was suggested that “challenge” be added to this, and that colleagues and students should have the confidence to “challenge” in a supportive way. This suggestion was welcomed by Senate and it was agreed that this be included.

In response to a question regarding how the impact of the values project would be measured, it was noted that as the starting point was the staff survey, the metrics for staff engagement could be measured against that in future staff surveys (pulse survey in February 2016 and full survey in 2017). However, the impact of the project would also be evident in other ways, in for example, how the University handled change.

The Director of GCU Lead indicated that the values would be integrated into the Strategy for Learning and Senate was informed that work was underway with the Students’ Association and GCU Lead to ensure the values were embedded for students starting in September 2016

15.94 Resolved: To welcome the work undertaken to date and note that further work and development would continue in 2016.

### **Open Access in Research: Springer Gold Open Access Policy Change**

- 15.95 Considered: Open Access in Research: Springer Gold Open Access Policy Change **(DocS15/35/1)**
- 15.96 Reported: That UK HEI libraries had agreed an innovative 3 year agreement with the publisher Springer that allowed open access publishing in over 1600 journals.
- 15.97 Discussed: In response to a question regarding the cost of the agreement, Senate was advised that the agreement had been negotiated nationally by JISC and costs savings were currently being made. Whilst there was no guarantee for future agreements, it was hoped that it would continue to be financially beneficial. It was noted that most UK HEIs had signed up to the agreement and it was hoped that other publishers would follow suit.
- 15.98 Resolved: To note the position.

### **Athena Swan**

- 15.99 Received: A verbal update on Athena Swan from the PVC and VP Learning and Student Experience.
- 15.100 Reported: As Senate was advised at 15.90 above, it had been decided not to submit the application for Athena Swan Bronze in November 2015 but to defer the application until April 2016. This would mean that the application would be submitted under new guidelines and would include GSBS and professional support services in addition to STEM subjects.

A significant amount of work was being put into the revised application which included more detailed information on areas of good practice within the University. Work was also underway with articulating colleges and this would be included in the submission.

In particular, further detailed data analysis had been undertaken and it had been confirmed that if controlled for age, there was no gender pay gap for academic staff. This was attributed to work in relation to academic promotions and the remuneration policy.

Other areas under examination included committee membership and an analysis of the historical roots of the University which have had an impact

on the current structure and staffing profile.

Work was ongoing and it was anticipated that the University would be in a position to submit a strong application in April 2016.

15.101 Resolved: To note the position and that Senate would be kept informed of progress.

#### **Higher Degrees Committee**

15.102 Approved: A recommendation from the Higher Degrees Committee for the award of 7 PhDs and 1 Prof.D. **(Doc S15/36/1)**

#### **Academic Appointments**

15.103 Received: Notification of recent academic staff appointments. **(Doc S15/40/1)**

#### **Academic Policy Committee**

15.104 Received: The confirmed minutes of the Academic Policy Committee held on 16th September 2015. **(Doc APC15/14/1)**

#### **University Research Committee**

15.105 Received: The confirmed minutes of the University Research Committee held on 9<sup>th</sup> September 2015. **(Doc REC15/4/1)**

#### **International Committee**

15.106 Received The confirmed minutes of the International Committee :-  
14<sup>th</sup> July 2015 **(Doc S15/25/1)**  
10th September 2015 **(Doc S15/32/1)**

#### **School Board/Boards of Senate Minutes**

15.107 Received: The confirmed minutes from the undernoted meetings of Boards of Senate:

School of Health and Life Science held on:  
29<sup>th</sup> July 2015 **(Doc HLS/SB/15/001)**

GCU London Campus Board held on:  
9<sup>th</sup> June 2015 **(Doc LCB14/30/1)**

**University Court**

15.108 Received: The highlights of the meetings held on 24<sup>th</sup> September 2015.  
**(Doc S15/37/1)**

**Senate Membership**

15.109 Received An updated Senate membership for 2015/16. **(Doc S15/39/1)**

**Date of Next Meeting**

15.110 Received Notification that the next meeting of University Senate will be held on Friday 4<sup>th</sup> March at 09:30hrs. This is a change to the previously notified date of 26<sup>th</sup> February 2016.

**Closing Remarks**

The Principal requested feedback from Senators on the first “paperless” Senate where the papers had been made available via SharePoint. Senators reported that this had worked well and it was noted that this would be rolled out to Senate’s standing committees.